PREVENTION AND
ORGANISATIONAL LEARNING

Stay One Step Ahead
Prevention and Organisational Learning

Roll out of visits to Operational command units
Purpose

- Early intervention
- Confidence in MPS and IPCC expectations
- Supervision and recording
- Custody – learning lessons
- Civil actions feedback
- Devolvement of investigation “Local Misconduct”
Early intervention

- Get a grip
- Deal – don’t delegate
- Record – CRIMINT
- If serious then report
- Refer
Confidence

- What the MPS expects
- Direct messages from DPS / IPCC
- Support available (DPS reserve desk)
- Training / advice / practical application
- Spread good practice and what actually works
Supervision

- When to intervene
- How! - involve leadership academy
- What to record
- Who to tell
- Intrusion with discretion
- Consistency
Custody

- All inquests
- Medical care / recording and treatment
- Impartiality
- Justification of decisions
- Timeliness
- Complaint investigation
- Remember the CCTV!

Appendix 1
Civil Actions

- Powers of arrest
- S28 PACE – what to say and when
- Recording of justification / necessity for arrest
- Use of force – reasonableness
- How did you feel?
- Give the full picture

Appendix 1
Local Misconduct

- What is Serious
- How will Boroughs deal with investigation
- Consistency
- Training for Senior staff
- Monitoring
- Appeals

Appendix 1
How will this be managed

- Use MPA data every 2 months
- 6 visits
- Detailed analysis of ethical health of OCUs
- Involve MPA link members
- Involve DPS SPOCs from Borough support
How will this be managed

- Use MPA data every 2 months
- 6 visits
- Detailed analysis of ethical health of OCUs
- Involve MPA link members
- Involve DPS SPOCs from Borough support
<table>
<thead>
<tr>
<th></th>
<th>Greenwich</th>
<th>Hammersmith &amp; Fulham</th>
<th>Kensington &amp; Chelsea</th>
<th>Lewisham</th>
<th>Waltham Forest</th>
<th>Wandsworth</th>
<th>Group Averages</th>
<th>TP Total</th>
<th>MPS Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Oppressive Behaviour</td>
<td>6.19</td>
<td>18.94</td>
<td>8.83</td>
<td>17.21</td>
<td>14.20</td>
<td>6.36</td>
<td>11.60</td>
<td>15.19</td>
<td>11.50</td>
</tr>
<tr>
<td>Discriminatory Behaviour</td>
<td>2.28</td>
<td>0.55</td>
<td>0.88</td>
<td>6.32</td>
<td>5.10</td>
<td>1.67</td>
<td>1.98</td>
<td>2.77</td>
<td>2.10</td>
</tr>
<tr>
<td>Malpractice</td>
<td>1.79</td>
<td>1.47</td>
<td>0.71</td>
<td>6.47</td>
<td>5.10</td>
<td>1.51</td>
<td>1.65</td>
<td>2.76</td>
<td>2.26</td>
</tr>
<tr>
<td>Failures in Duty</td>
<td>8.47</td>
<td>8.46</td>
<td>4.42</td>
<td>12.40</td>
<td>24.57</td>
<td>11.05</td>
<td>9.76</td>
<td>17.07</td>
<td>12.09</td>
</tr>
<tr>
<td>Incentive</td>
<td>3.91</td>
<td>4.60</td>
<td>2.30</td>
<td>7.52</td>
<td>8.82</td>
<td>2.51</td>
<td>4.25</td>
<td>6.68</td>
<td>5.17</td>
</tr>
<tr>
<td>Traffic Irregularity</td>
<td>0.00</td>
<td>0.18</td>
<td>0.18</td>
<td>0.16</td>
<td>0.00</td>
<td>0.03</td>
<td>0.17</td>
<td>0.23</td>
<td>0.22</td>
</tr>
<tr>
<td>Other</td>
<td>0.53</td>
<td>0.92</td>
<td>0.55</td>
<td>0.16</td>
<td>0.18</td>
<td>0.00</td>
<td>0.25</td>
<td>1.30</td>
<td>0.93</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>22.97</td>
<td>35.13</td>
<td>17.66</td>
<td>34.13</td>
<td>20.25</td>
<td>23.43</td>
<td>29.28</td>
<td>45.98</td>
<td>34.25</td>
</tr>
</tbody>
</table>
IPCC involvement

- Confirmation of messages
- Attendance where practicable
- Setting out expectations
- Croydon Pilot